



401(k) Plans Money Market Fund Removal Action May Be Required

Dear 401(k) Plan Participant:

The Securities and Exchange Commission ("SEC") is implementing new money market reform rules that go into effect in October 2016. Once in effect, participants in certain money market funds may be subject to a liquidity fee of up to two percent on redemptions and/or suspension of redemptions for up to 10 days if weekly liquidity measures fall below regulatory limits imposed by the SEC. These reforms will impact the **Fidelity® Investments Money Market – Money Market Portfolio – Class I** ("Money Market Fund"), which is currently a part of your 401(k) Plans' investment menu.

To avoid these potential additional fees and restrictions from affecting our participants, the Money Market Fund **will be removed** from the American Airlines, Inc. 401(k) Plan, the Employee Savings Plan, and the Puerto Rico Savings Plan (collectively, the "401(k) Plans") effective when the market closes at **4 p.m. ET on Monday, Sept. 19, 2016**. As part of the change, transfers of existing 401(k) balances into the Money Market Fund will no longer be allowed after **4 p.m. ET on Thursday, Sept. 1, 2016**.

If you are not invested in the Money Market Fund today and have no plans to invest in the fund in the immediate future, you are not affected by this change and no action is required.

Action Required for Participants Invested in the Money Market Fund

- The removal of the Money Market Fund will happen in two phases. First, after **4 p.m. ET on Thursday, Sept. 1, 2016**, you will no longer be able to transfer existing 401(k) balances into the Money Market Fund. Second, the Money Market Fund will be removed from the 401(k) Plans effective when the market closes at **4 p.m. ET on Monday, Sept. 19, 2016**.
- If you are currently invested in the Money Market Fund, you will need to transfer (or submit an election to transfer) the balance in that fund to new investments prior to **4 p.m. ET on Monday, Sept. 19, 2016**.
- In addition, if the 401(k) contributions from your paycheck (or loan repayments) include allocations to the Money Market Fund, you will need to change your future investment election prior to **4 p.m. ET on Monday, Sept. 19, 2016**.
- Any balances that remain in the Money Market Fund when the market closes at the **4 p.m. ET deadline on Sept. 19** will be transferred to the Qualified Default Investment Alternative ("QDIA"), which is the American Target Date Fund that is closest to the year you will turn age 65. In

Quick Link

[Money Market Fund Removal](#)

addition, if you have not changed your future investment elections for your paycheck (and loan repayments) prior to the Sept. 19 deadline, your future 401(k) contributions that would have been invested in the Money Market Fund will be invested in the QDIA.

- Note that throughout the transition process, you will be able to transfer balances out of the Money Market Fund at any time through **4 p.m. ET on Monday, Sept. 19, 2016**, and you are generally able to change your future investment elections at any time.

The dates shown are based on the timing and accuracy of a variety of factors, including the transfer of data, receipt of instructions, and receipt of assets. Changes in any of these factors may result in changes to the dates and timing, including the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.

For more information, log on to Fidelity NetBenefits® at www.netbenefits.com/aa now and select **Money Market Fund Removal** under **Featured Resources** or call the American Airlines 401(k) Service Center at Fidelity at (800) 354-3412.

If you would like to make changes to your account, log on to Fidelity NetBenefits at www.netbenefits.com/aa now and select **Change Investments** under the **Quick Links** or call the American Airlines 401(k) Service Center at Fidelity at (800) 354-3412.

401(k) & Savings Programs, American Airlines, Inc.